

The Hon. Robert S. Lasnik

UNITED STATES DISTRICT COURT  
WESTERN DISTRICT OF WASHINGTON  
AT SEATTLE

XPO LOGISTICS, INC., a Delaware  
corporation, and XPO LOGISTICS FREIGHT,  
INC., a Delaware corporation,

Plaintiffs,

v.

THOMAS MICHAJLA,

Defendant.

CASE NO. 2:17-cv-01346-RSL

~~PROPOSED~~ STIPULATED  
PRELIMINARY INJUNCTION

Plaintiffs XPO Logistics, Inc. and XPO Logistics Freight, Inc. (together, "XPO") and Defendant Thomas Michajla ("Defendant"), by and through their undersigned attorneys, stipulate to, and respectfully request that the Court enter, the following Stipulated Preliminary Injunction (the "Order"):

1. To obtain a preliminary injunction, a party must show (1) "that [it] is likely to succeed on the merits," (2) "that [it] is likely to suffer irreparable harm in the absence of preliminary relief," (3) "that the balance of equities tips in [its] favor," and (4) "that an injunction is in the public interest." *Arc of Cal. v. Douglas*, 757 F.3d 975, 983 (9th Cir. 2014) (quoting *Winter v. NRDC*, 555 U.S. 7, 20 (2008), and *All. for the Wild Rockies v. Cottrell*, 632 F.3d 1127, 1131 (9th Cir. 2011)) (internal quotation marks omitted).

~~PROPOSED~~ STIPULATED PRELIMINARY  
INJUNCTION - PAGE 1

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1           2.     XPO has demonstrated a likelihood of success on the merits of its claims. The  
2 information that Defendant forwarded from his XPO company email account to his personal  
3 email account likely derives independent economic value, actual or potential, from not being  
4 generally known to, and not being readily ascertainable through proper means by, other persons  
5 who can obtain economic value from the disclosure or use of the information, and XPO likely  
6 has taken reasonable measures to protect the secrecy of such information. Defendant likely  
7 misappropriated the information by forwarding it from his XPO company email account to a  
8 personal email account and retaining it following the termination of his employment.

9           3.     Unless a preliminary injunction is granted on the terms set forth herein, XPO  
10 likely will suffer irreparable harm through the use or disclosure of such information.

11           4.     The harm to XPO in the absence of a preliminary injunction likely will be  
12 significant, in that its interest in maintaining the confidentiality of its trade secrets likely will be  
13 irreversibly compromised. Defendant, by contrast, likely will suffer minimal harm, if any, if the  
14 proposed preliminary injunction is entered. Thus, the balance of equities favors entry of a  
15 preliminary injunction.

16           5.     The public interest, which recognizes the protection of trade secrets, favors entry  
17 of a preliminary injunction.

18           Accordingly, based on the stipulation of the parties, and for good cause, it is hereby  
19 ORDERED as follows:

20           1.     Defendant is hereby enjoined from using, disclosing, or accessing any XPO trade  
21 secrets currently in his possession, custody, or control, including, but not limited to, (i) any  
22 confidential business information related to XPO's customers, revenue, pricing, finances, or  
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1 marketing, and (ii) any information in emails that Defendant forwarded from his XPO company  
2 email account to any personal email account under his direct or indirect control.

3 2. Pursuant to Federal Rule of Civil Procedure 65(c), the parties stipulate and agree  
4 that XPO need not post a security in connection with this Order.

5 3. A preliminary injunction is "not a final decision on the merits." *See Los Angeles*  
6 *Mem'l Coliseum Comm'n v. Nat'l Football League*, 634 F.2d 1197, 1200 (9th Cir. 1980).

7 Accordingly, nothing in this Order operates or should be construed as a finding or admission by  
8 either party concerning any aspect of, and may not be offered as evidence on, the merits of  
9 XPO's claims or Defendant's defenses.

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4. This Order shall remain in effect until further order of the Court.

IT IS SO ORDERED.

Dated this \_\_\_ day of September, 2017

UNITED STATES DISTRICT JUDGE


So stipulated:

s/ \_\_\_\_\_  
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s/ \_\_\_\_\_  
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Attorney for Defendant Thomas Michajla

4. This Order shall remain in effect until further order of the Court.

IT IS SO ORDERED.

Dated this 21<sup>st</sup> day of September, 2017.



UNITED STATES DISTRICT JUDGE

So stipulated:

s/David H. Angeli

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[PROPOSED] STIPULATED PRELIMINARY  
INJUNCTION - PAGE 4

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